



jobsHere

the plan to grow our economy

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Challenges:

- For the past 20 years NS economic growth has been lower than any other province
- Low levels of investment in workforce/workers not continuing to learn and up-skill
- Potential of apprenticeship model not fully realized
- No coordinated approach to career development
- Declining number of workers, along with low levels of employment for certain groups

Charting our Course - *jobsHere*

We will grow the economy and create good jobs here in Nova Scotia by:

- Growing the economy through innovation
- Helping businesses be more competitive
- Learning the right skills for good jobs



The Importance of Skills

- “Ultimately, the Canadian standard of living is determined, in large part, by the quality and quantity of skills deployed in the economy.” *The Skills Factor in Productivity and Competitiveness*, **Conference Board of Canada** (2005)
- “A company’s human resource practices – its commitment to the skill and training of its employees – are far and away the most powerful predictors of improvements in companies’ productivity and profitability” *Does Training Pay? Evidence from Australian Enterprises*, **National Centre for Vocational Education Research** (Blandy 2002)



Nova Scotia's Workforce Strategy

Priority Actions:

- Support Learning and Skills Development in the Workplace
- Help Nova Scotians Connect to Good Jobs
- Grow the Workforce in Numbers and Skills



The Strategy – Priority Actions

Support Learning and Skills Development in the Workplace

- JobsHere Investments in Training (WIPSI)
- Workplace Education Programs to Increase Essential skills
- Human Resources Supports for Employers
- Welcome Diversity in the Workplace
- Support for Non-Profit and Voluntary Sector Employers
- Increased Co-op and Internship Opportunities
- Nova Scotia Sector Council Program
- Apprenticeship



The Strategy – Priority Actions

Help Nova Scotians Connect with Good Jobs

- Careers Nova Scotia
- Parents as Career Coaches
- Career Development Focus in Public Schools
- Sector Awareness Campaigns linked to Career Opportunities



The Strategy – Priority Actions

Grow the Workforce in Numbers and Skills

- Nova Scotia's Immigration Strategy
- Programs Targeted to Specific Groups
- Expansion of NSSAL
- Recognition of Prior Learning
- Rebates for New Graduates and Employers



Opportunity

- Strategically invest government dollars to benefit Nova Scotia
- Focus efforts – coordinated approach
- Nova Scotians can create a prosperous future

Productivity Investment Program (PIP)

- The Productivity Investment Program is designed to encourage businesses to become more productive, innovative and globally competitive
- Program Offerings:
 - Capital Investment Incentive (CII)
 - Workplace Innovation and Productivity Skills Incentive (WIPSI)
 - Workplace Education Initiative (WEI)
- Maximum a company can receive from combined CII/WIPSI each year is \$1m

PIP: Cont'd

- Multiple applications permitted
- Intended to incent incremental investment in capital and training
- Company must apply prior to any commitment being made
- WIPSI: the applicant must be located in Nova Scotia, and in existence for at least one year (does not have to be in existence in NS for one year)
- CII and WEI: can support new and existing Nova Scotia businesses



Workplace Education Initiative

The nine essential skills are:

- Reading text
- Document use
- Numeracy
- Writing
- Oral communication
- Working with others
- Computer use
- Thinking skills
- Continuous learning



Workplace Education Model

- All partners contribute – business, labour (if applicable), employees and government
- Government contributes funds to the organization to pay the **full** cost of instruction
- Business typically contributes time of employees, workplace documents, space, 'graduation'

Workplace Innovation and Productivity Skills Incentive (WIPSI)

- Funding is limited to not more than 50% combined federal and provincial government contributions
- Training must be completed within 12 months
- Open to all sectors except wholesale, retail, and accommodations and food services

Three streams:

- **Small business (under 50 employees)**

- *\$5,000-\$10,000 training incentive:*
 - Applicants are required to provide an in-kind contribution
 - No cash contribution necessary
- *\$10,000 and over training incentive:*
 - Applicants are required to cost-share (cash/in-kind contribution); amount to be negotiated

WIPSI: Cont'd

- **Medium and large business (50 or more employees)**
 - *\$5,000 and over training incentive:*
 - Maximum government contribution is 50% of eligible costs
 - Applicants are required to cost-share (cash/in-kind contribution); amount to be negotiated
- **Membership training (Sector Councils, for example)**
 - *\$10,000 and over training incentive:*
 - Maximum government contribution is 50% of eligible costs
 - Applicants are required to cost share (cash/in-kind contribution); amount to be negotiated
 - Associations and private sector unions may negotiate training incentives for their members

WIPSI: Eligibility

- **Examples of eligible training costs:**
 - Purchase of training from a formal training institution or qualified external or internal training provider
 - Registration, tuition or course fees
 - International training
 - Management skills development
 - Skills development and training leading to certification
 - Training that supports workplace diversity
 - Other skills development and training based on a valid business case
 - Manuals, books, and support materials



WIPSI: Eligibility

- **Examples of training activities NOT eligible for funding:**
 - Mandatory training (legislated or regulated training such as occupational health and safety training, First Aid, WHMIS)
 - Corporate or organizational orientation training
 - Informal training (e.g. employee mentoring)
 - Training already included in the purchase of equipment or new business processes
 - Apprenticeship training
 - Conferences
 - Wage coverage will only be considered for an in-house trainer (not to exceed 50%) – no coverage for salaries of employees during the training period



Capital Investment Incentive (CII)

- Incentive can contribute 20% toward the cost of new technologically-advanced machinery, clean technology, equipment, software and hardware
- Qualified industries include:
 - Advanced manufacturing and processing
 - Aerospace & defence
 - Life sciences
 - Information and communication technology
 - Development of non-traditional sources of energy
 - Professional, scientific and technical services
 - Oceans Technology

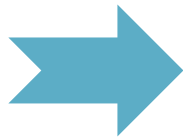
Capital Investment Incentive (CII)

- Or... if significant productivity improvements can be made
- Preference given to companies who export outside of NS
- Goal of cost savings and productivity improvements, and increased competitiveness in international markets
- Investments must be \$25,000 or greater



The Impact on our Workforce

- Greater openness to adapt to changes in technology and production processes
- More positive and constructive interactions between supervisors and line workers
- Enhanced trainability and opportunities to promote from within
- Improved management of workflow and technical problems on the basis of more effective interpersonal communication and reporting procedures



Potential for improvements in productivity and competitiveness of our companies

Check It Out!

www.business.novascotia.ca

www.careers.novascotia.ca

Thank You!